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An analysis made at the 11th Plenum of the CRZZ pointed out basic shortcomings in the work competition movement, especially the following: inadequate mass political work, perfunctory evaluation of work competition results, and failure to follow up this evaluation with the realization of planned production tasks. The 11th Plenum of the CRZZ called attention to repeated instances of superficial response to drives for undertaking pledges. It criticized the inadequate participation of the technical personnel in work competition, and the weak cooperation of union locals with the administration and technical supervisors.

The analysis also pointed out the inexcusable signs of an attitude of tolerance by plant union organizations with regard to violations of work discipline, and the failure of plant activists to understand the close connection between work competition and attention to the basic social and living needs of the worker.

In evaluating the work of the managing echelons of our unions, we noted instances of inadequate attention to plant union activists.

The resolutions of our plenum were submitted to the factories, and widely discussed at workers' meetings. Statements made by workers at these discussions fully justified the criticisms made by the Central Committee of our party, which pointed out to the organs of economic administration and to trade unions that the failure to fulfill the plan was due not to physical difficulties, but to the inadequate political work and the poor organization of work at enterprises. The correctness of this evaluation was confirmed by the pledges made during this period by union groups and factories, resulting in an improvement in production in a number of plants and even in entire branches of industry.

To prevent dissipation of the great creative energy and readiness pledged by the working class in memory of Stalin, we must solidify this movement in organizational molds. The Central Committee's letter to the regional party echelons, indicating that long-term pledges are, at present, the most suitable course for expansion of the work competition movement, will be of great help to us in organizing this mass wave of many thousands of pledges.

A fundamental condition that assures the realization of pledges is the proper cooperation, under party leadership, of union locals with the administrative management, production management, and shop foremen.

Another fundamental point is to make the workers aware of the tasks of the plan, and to clarify accurately each worker's tasks for 1953 and for each month, as to both quantity and quality. Workers, however, frequently consider a 100-percent fulfillment of the norm as a fulfillment of the plan, whereas, for example, to fulfill the annual plan in the coal industry, each miner has to surpass the norm by an average of 15 to 18 percent. In plants of the metal products industry also, it is possible to fulfill production plans only by notably surpassing the norms. Thus, it is important that the worker know exactly his individual planned tasks, both quantitatively and qualitatively, and that, in proportion to these tasks, he undertakes concrete pledges on an annual and monthly scale.

Long-term pledges are actually a form of work competition, assuring the fulfillment of plans at an even rate. However, some misunderstanding of the matter has been noticed. For example, some comrades believe that the undertaking of a long-term pledge absolves them from the duty of taking stock of their work monthly and undertaking pledges in union groups. These comrades reason thus: If the pledge has been made for the entire year, why should pledges be made for each month? This reasoning is entirely wrong. These

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comrades do not take into consideration the fact that when a worker undertakes a pledge in a definite situation, he adjusts it to actual possibilities. The union's task and the task of the administration, however, is to create more favorable conditions not only for the realization, but also for the overfulfillment of pledges through better organization of work, improvement in material supply, etc. Moreover, in the course of the fulfillment of pledges, there is a better mastery of techniques and an improvement in the skill of the worker. All this creates favorable conditions for a progressive improvement of pledges from month to month.

It is the duty of union echelons and the economic administration to eliminate obstacles in the daily realization of the plan. Not only organs of economic administration, but also union organizations have the duty of carrying out a systematic control and preparing 10-day and monthly analyses of the work competition for plan fulfillment in union groups and plant councils, with the participation of supervisory and technical personnel.

We must give consideration not only to quantitative pledges, but also to improving planned technological indexes, improving quality, reducing consumption of raw materials and electric power, and reducing internal costs.

In the course of the realization of long-term pledges, we will tend toward a wider popularization of leading Stakhanovite methods, based on Soviet example.

To make it possible to fulfill pledges, a better supply of raw materials must be assured. There must be more efficient organization, and working conditions must correspond to the new situation resulting from the increased activity of the working class. These problems are particularly real in the mining industry. Statements made by miners at a discussion of pledges is proof of this. In a number of branches of industry, workers would make higher pledges if they had the assurance that the administration would provide the necessary conditions for their fulfillment. The situation in the Warsaw Plants of the Clothing Industry (Warszawskie Zakłady Przemysłu Odzieżowego) is an example of what can happen when the plant administration and higher echelons -- central administrations and even ministries -- tolerate an unfavorable state of affairs. The standard supply of raw materials of these plants is supposed to be sufficient for 7 days, but, for a long time, the actual supply has been sufficient for only 24 hours. Hence, work stoppages occur frequently because of raw material shortages. Furthermore, for the last 3 months, the situation has been steadily getting worse. Such an inexcusable state can only cause a reduction in earnings, discourage workers, and make it difficult, if not impossible, to undertake higher pledges. This is not an isolated case in our industry, and we are referring this matter to the attention of pertinent departments, which must show greater efficiency in this sphere. Trade unions must pay greater attention than heretofore to the expansion of work competition in supply, transportation, and maintenance sections. To assure the fulfillment of pledges, all engineers, technicians, shop foremen, supply personnel, and brigade foremen must participate.

At the same time, all union echelons must be more concerned than heretofore about industrial safety and hygiene, and about the social, living, and cultural conditions of our workers. These matters should be covered in long-term pledges because they are connected with the problem of work productivity.

Since the recent trade union elections in plants, trade unions have under their direction nearly a million activists serving as members of factory and production division councils, trusted representatives, and members of various types of commissions.

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Of the newly elected activists, 29 percent are women and 23 percent are young people, and the number of activists who are not party members is over 71 percent. This is an important gain, indicating that our activities now rest on a broader base of public participation.

At present, our chief task is the proper supervision of the work of these activists and the improvement of their ideological quality by union training. For the expansion of union training, the help of the party organizations in plants is indispensable. The party organizations should appreciate the importance of the training and competent work of hundreds of thousands of union activists.

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